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'Why mouth all the pieties?': Black and women academic's revelations about discourses of 'transformation' at an historically white South African institution

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**‘WHY MOUTH ALL THE PIETIES?’:
BLACK AND WOMEN ACADEMIC’S
REVELATIONS ABOUT
DISCOURSES OF ‘TRANSFORMATION’
AT AN HISTORICALLY WHITE
SOUTH AFRICAN INSTITUTION**

Dr Dina Zoe Belluigi & Dr Gladman Thondhlana

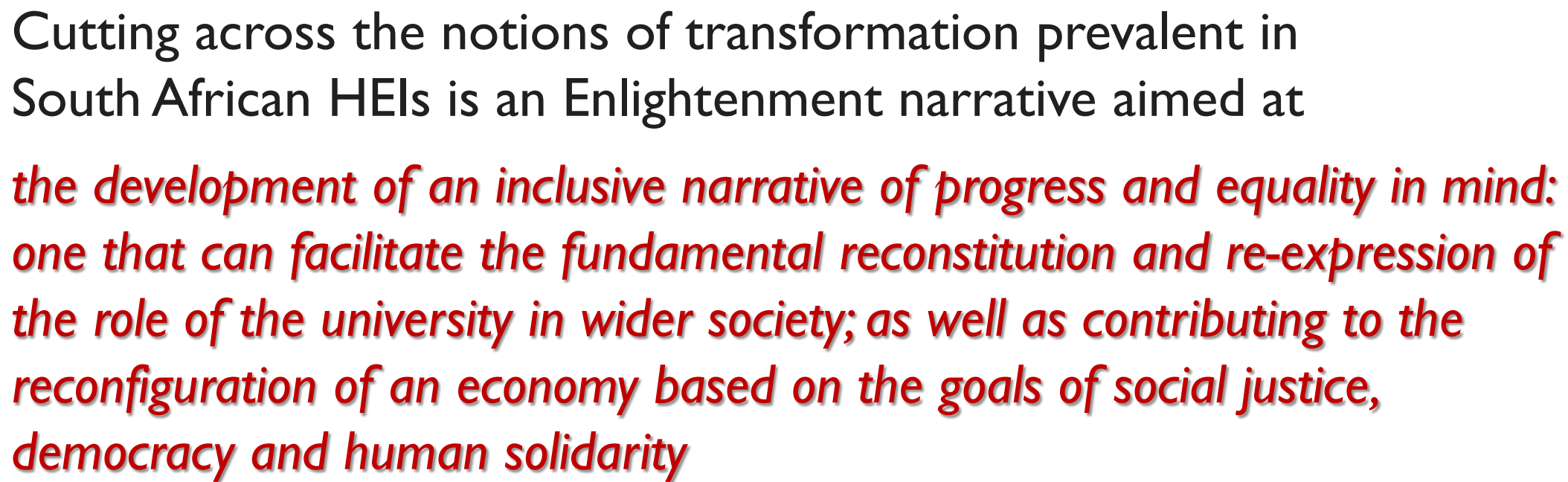
(Queen’s University Belfast)

(Rhodes University)

Paper presented at ‘The changing shape of higher education: Can excellence and inclusion cohabit?’,
Society for Research in Higher Education International Conference, 5-7 Dec 2018, Newport, Wales, UK.



‘TRANSFORMATION’



Cutting across the notions of transformation prevalent in South African HEIs is an Enlightenment narrative aimed at *the development of an inclusive narrative of progress and equality in mind: one that can facilitate the fundamental reconstitution and re-expression of the role of the university in wider society; as well as contributing to the reconfiguration of an economy based on the goals of social justice, democracy and human solidarity*

(Transformation Strategy Group and Transformation Management Group, 2015, p. 5).



TRANSFORMATION IN SOUTH AFRICAN UNIVERSITIES

reparation

compliance

relevance

evolution

psychological

context

social

review

mission

From a comprehensive review of
the Integrated Transformation Plans (ITPs) of South African HEIs



MESO-CURRICULUM 'INSTITUTIONAL CULTURES'

Study participants:

Black and/or women academics who were positioned in nationalist discourses as contributing

to the intellectual and academic decolonisation, de-racialisation and de-gendering of the inherited intellectual spaces of South Africa's universities, and more generally, to re-orienting universities to serve, in accordance with their social purposes, new constitutional, economic and social needs and development challenges (Higher Education of South Africa 2011, p. 11).

JUNE 16

HISTORICALLY WHITE INSTITUTION

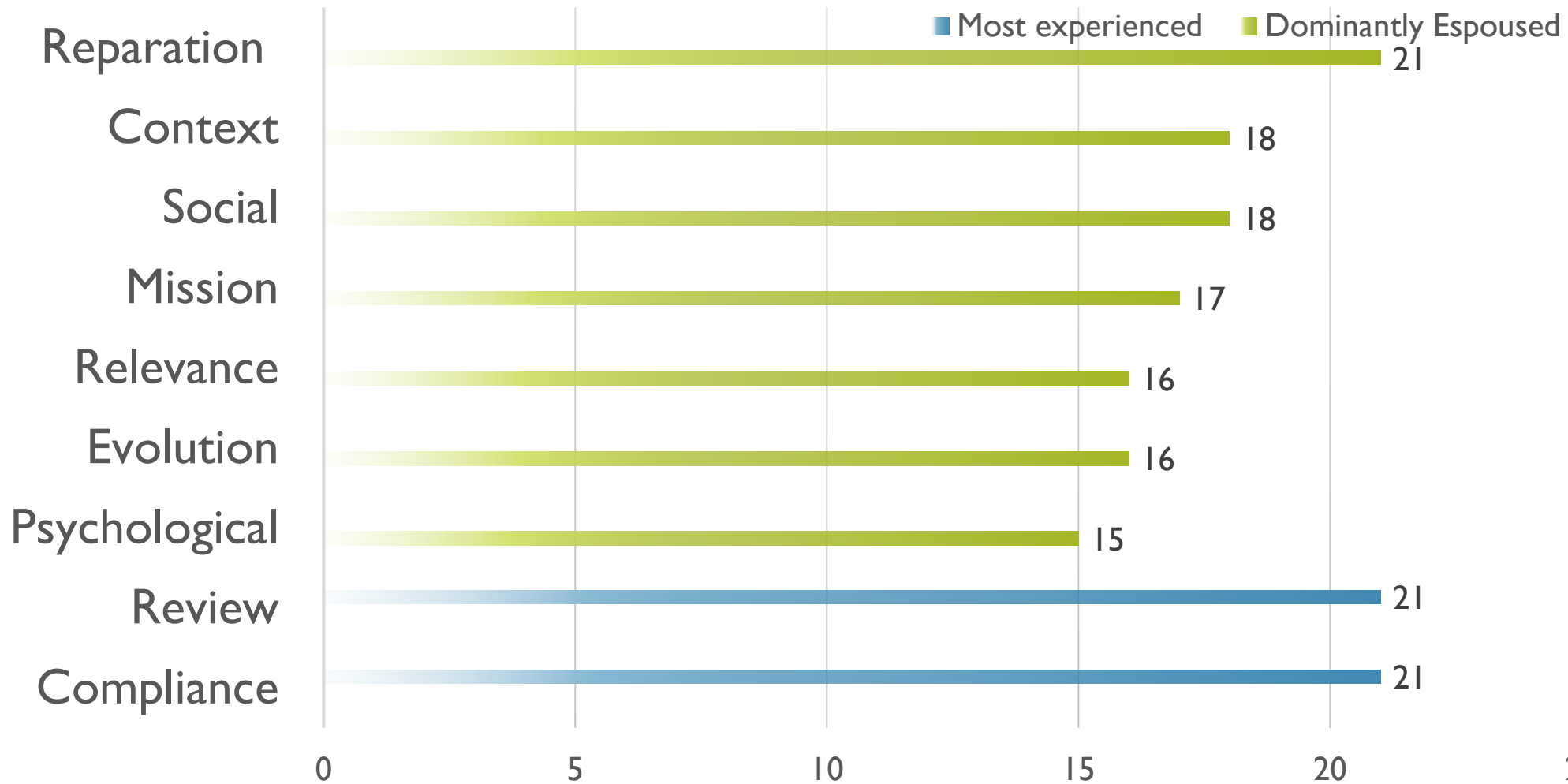


Figure 1. The notions of transformation most prevalently espoused and those most experienced in practice

HISTORICALLY WHITE INSTITUTION

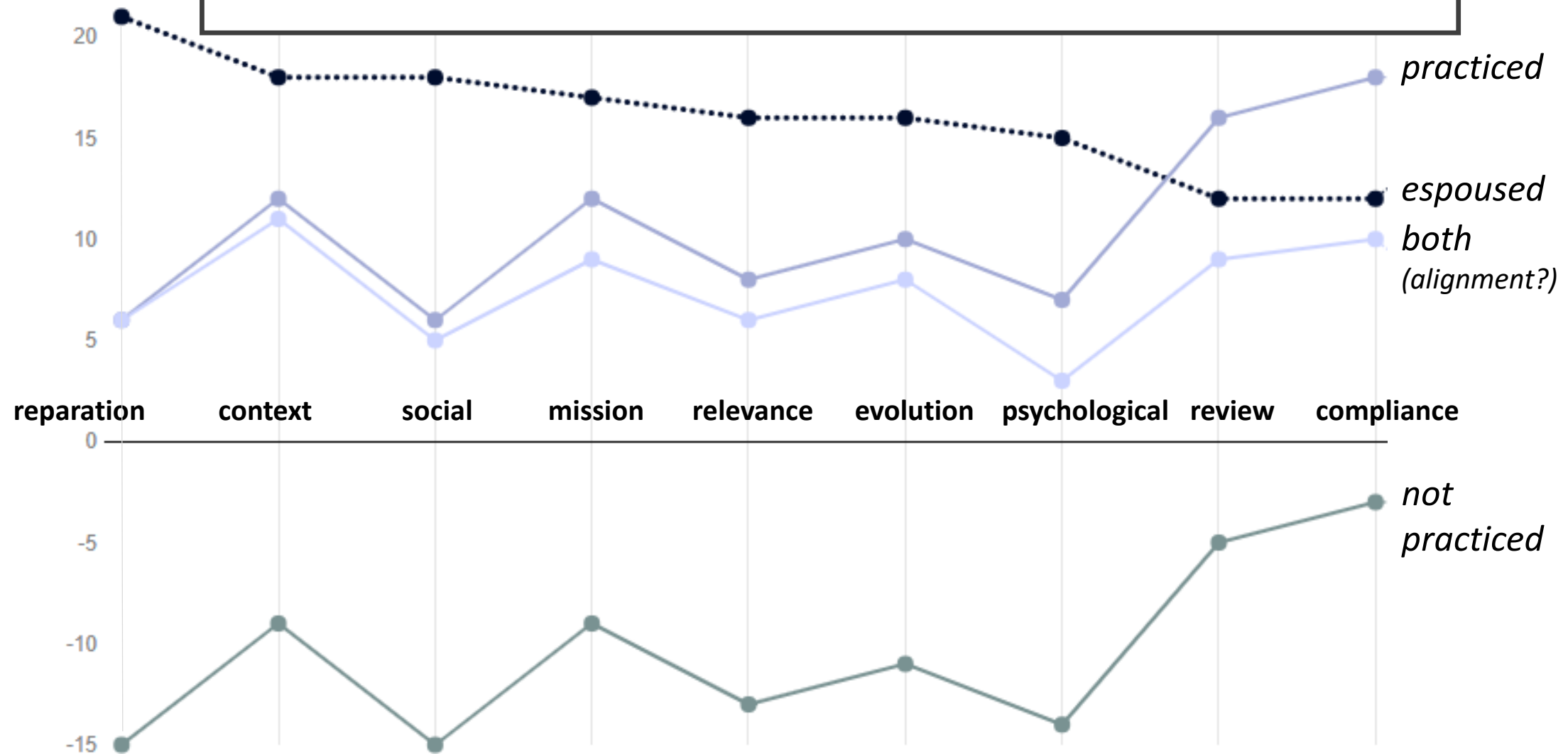
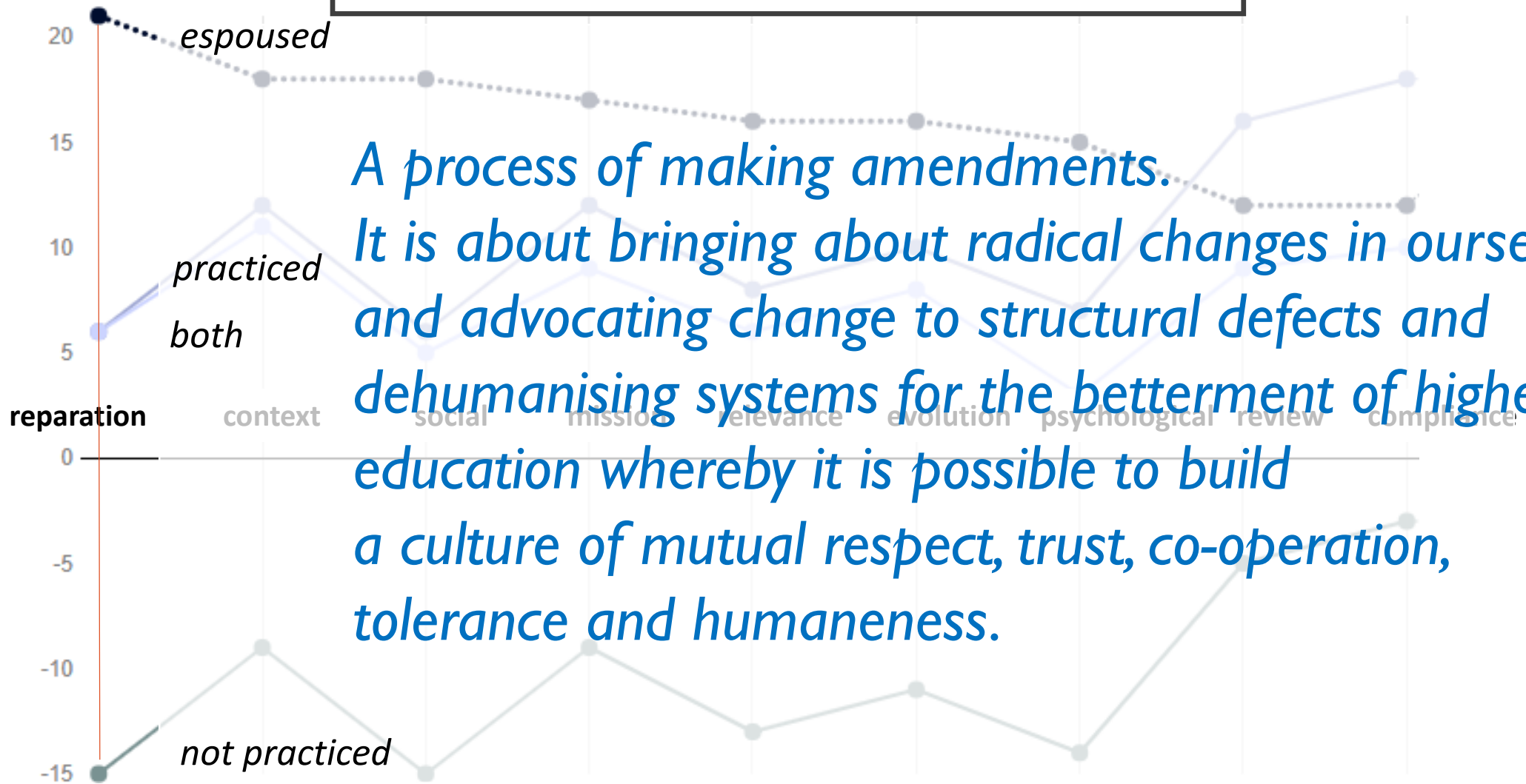


Figure 2. Relation between participants' experiences of transformation

'REPARATION'

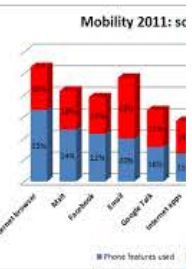
*A process of making amendments.
It is about bringing about radical changes in ourselves
and advocating change to structural defects and
dehumanising systems for the betterment of higher
education whereby it is possible to build
a culture of mutual respect, trust, co-operation,
tolerance and humaneness.*



'CONTEXT'



To provide opportunities for an excellent teaching and learning experience that is contextually responsive to the challenges of globalisation and of a society in transition.

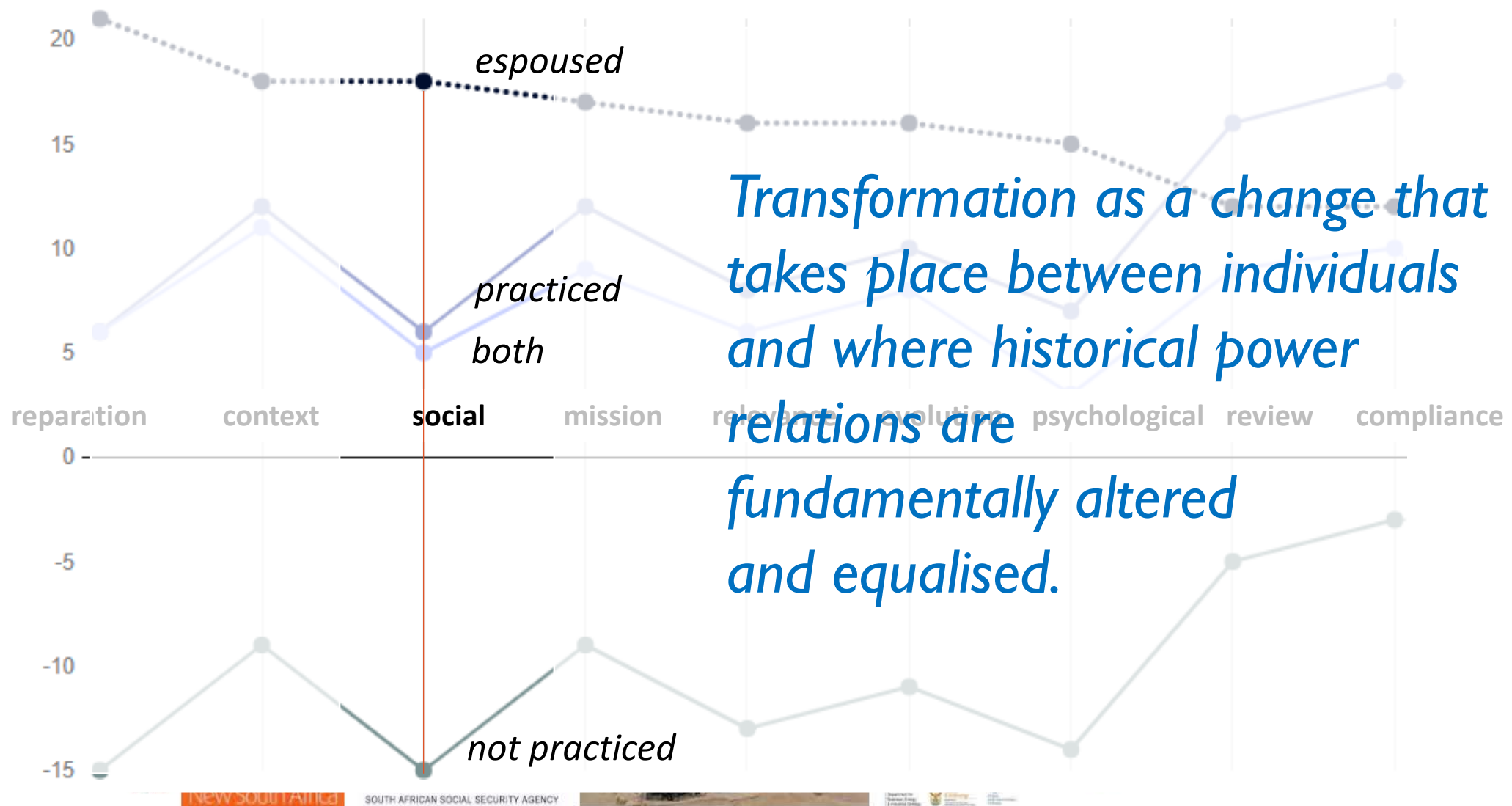


Social

Population- 49.99 million
Type: White Coloured, Indian/ Asian
There are 11 national languages in!
The cuisine of South Africa is heavy
has spawned the distinctively South
gathering known as a braai, or barbe
South Africa enacted same-sex mar
allowing full marriage and adoption
couples.
Poverty is the highest among the Bl

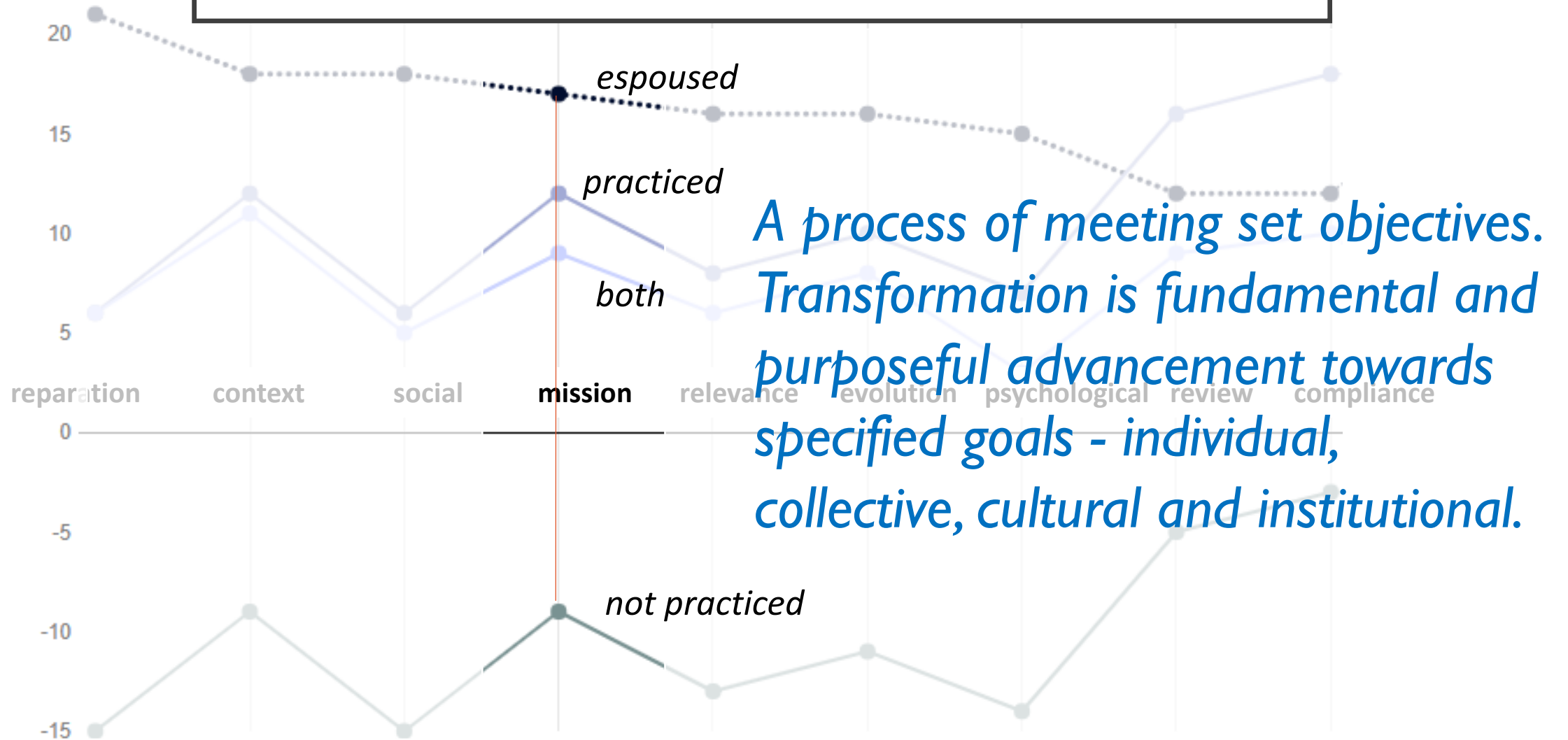


'SOCIAL'

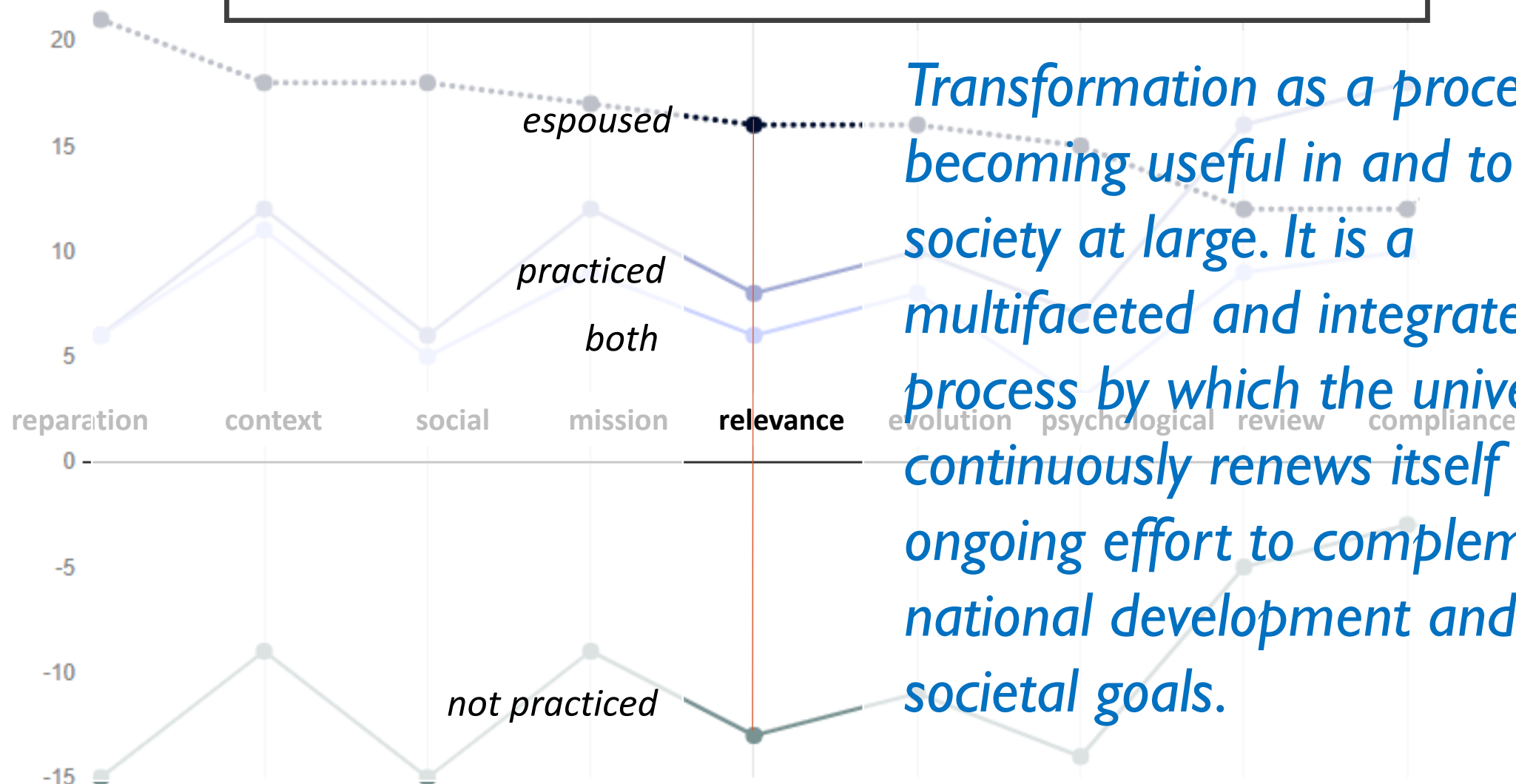


- 2 major clades
- 5 subclades
- Most species relationships remain

'MISSION'



'RELEVANCE'



'EVOLUTION'

An inevitable (involuntary) process of change. It is an ongoing process and not an event or an end in itself. It is a journey that requires courage, tolerance, fairness, and equity and the willingness and courage to ask the difficult questions

espoused

practiced

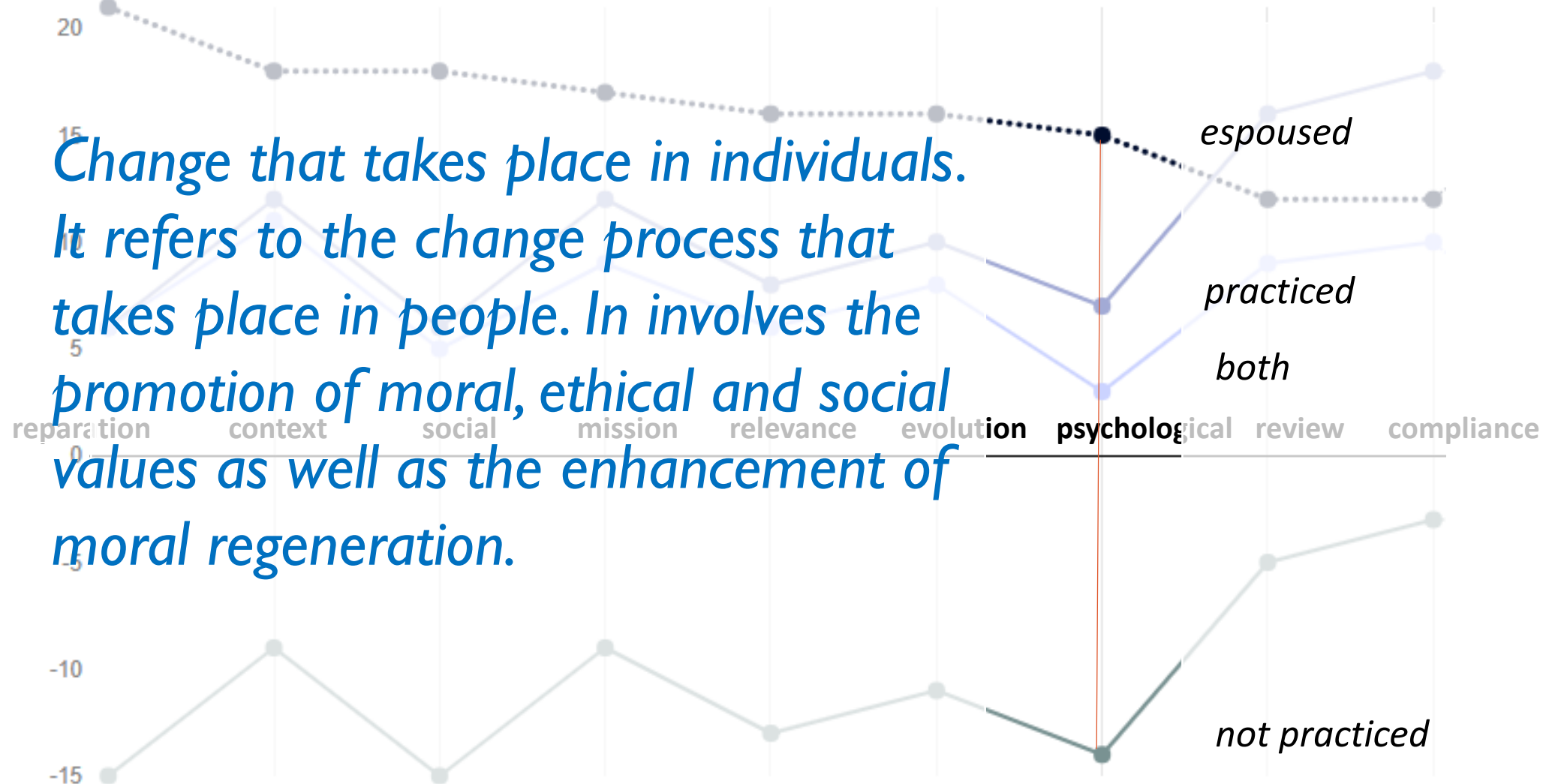
both

not practiced

reparation context social mission relevance evolution psychological review compliance

'PSYCHOLOGICAL'

Change that takes place in individuals. It refers to the change process that takes place in people. In involves the promotion of moral, ethical and social values as well as the enhancement of moral regeneration.



Antisocial Personalities: Prevalence among offenders in South Africa

ROOTED IN:

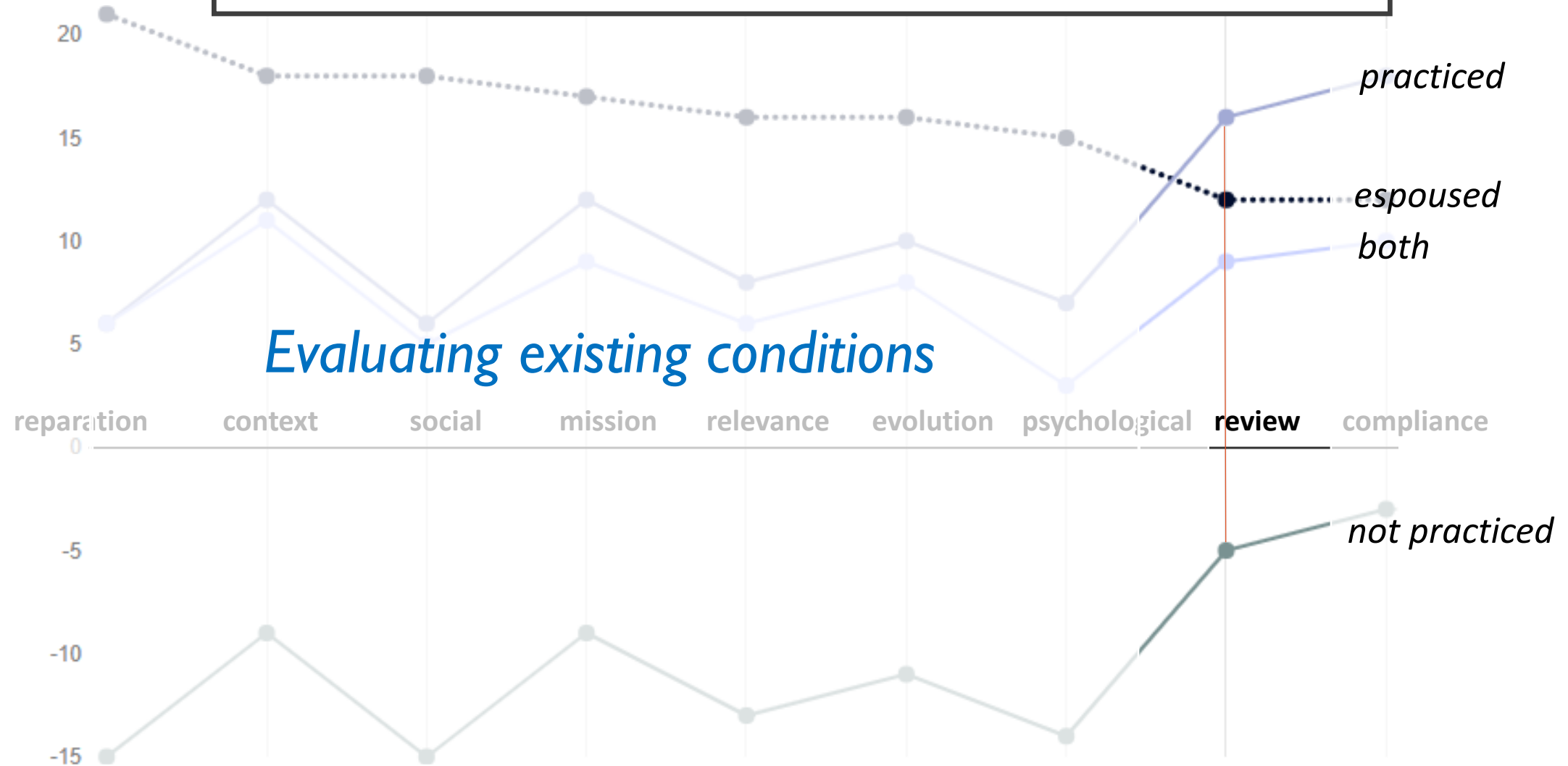
THE DPPG, SASCP & PSYSSA KZN ARE PROUD TO PRESENT
LEGISLATION AND CHILDREN IN SOUTH AFRICA

ABNORMAL PSYCHOLOGY

Conference
The Spectre of the "Other"

'REVIEW'

Evaluating existing conditions



'COMPLIANCE'

Transformation as a response to constitutional and legal requirements.

reparation context social mission relevance evolution psychological review compliance

practiced

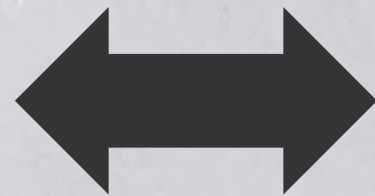
espoused
both

not practiced

we aim to develop human personality and personal dignity, respect for human



Functionalism



Conflict
Theory

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